



# Department of Defense National Security Personnel System



*Flexibility - Accountability - Excellence*



# All About NSPS: Background

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## Congress authorized NSPS

- part of the fiscal 2004 National Defense Authorization Act
- increases effectiveness through a simplified personnel management system
- improves the way it hires and assigns
- compensates and rewards its employees
- preserve employee rights and benefits



## What NSPS Does Not Change

- Merit system principles
- Rules against prohibited personnel practices
- Whistleblower protection
- Veterans' preference rights protected
- Benefits (retirement, health, life, etc.)
- Antidiscrimination laws
- Fundamental due process
- Overseas entitlements
- Training
- Leave and work schedules
- Other personnel systems in law
- Lab demo organizations (until FY 08)
- Fair Labor Standards Act



# NSPS Goals

- Results
  - To attract and retain top talent
  - To promote high performance
- Accountability
  - Employee
  - Supervisor
  - Leadership
- Flexibility
  - To respond to mission changes
  - To realign, reorganize, and reshape the workforce
  - To assign work
  - To set pay

- Conversion will be an automated process
  - Employees converted “in place”
  - No change in job descriptions
  - Preview available in NSPS 101
- **No** loss in pay
- Based on the classification of the current position of record
- Existing PDs will require minor updates (from old pay plan & grade to new) BUT no changes to contents/format



# GS vs. NSPS Classification

GS	NSPS
Occupational Family	Career Group
Pay Plan	Pay Schedule
Title	Title
Grade	Pay Band
Occupational Series (#)	Occupational Code (#)
Over 400 OPM GS Classification Standards	4 Major Groups with 15 Standards



# Career Groups and Pay Schedule

<b>STANDARD CAREER GROUP</b> <ul style="list-style-type: none"><li>• Professional/Analytical (YA)</li><li>• Tech/Support (YB)</li><li>• Student Employment (YP)</li><li>• Supervisor/Manager (YC)</li></ul> <p>71% of DoD workforce</p>	<b>INVESTIGATIVE &amp; PROTECTIVE SERVICES CAREER GROUP</b> <ul style="list-style-type: none"><li>• Investigative (YK)</li><li>• Fire Protection (YL)</li><li>• Police/Guard (YM)</li><li>• Supervisor/Manager (YN)</li></ul> <p>6% of DoD workforce</p>
<b>MEDICAL CAREER GROUP</b> <ul style="list-style-type: none"><li>• Physician/Dentist (YG)</li><li>• Professional (YH)</li><li>• Tech/Support (YI)</li><li>• Supervisor/Manager (YJ)</li></ul> <p>5% of DoD workforce</p>	<b>ENGINEERING &amp; SCIENTIFIC CAREER GROUP</b> <ul style="list-style-type: none"><li>• Professional (YD)</li><li>• Tech/Support (YE)</li><li>• Supervisor/Manager (YF)</li></ul> <p>18% of DoD workforce</p>



# Performance Management: Old vs. New

## Old (TAPES)

- Ratings based on performance objectives
- Many performance cycles
- Rating scale 1 (top) to 5 (bottom)
- Most employee ratings are level 1 (Army: 81% were level 1 in FY05)
- 120 day minimum rating period
- Senior rater approves ratings

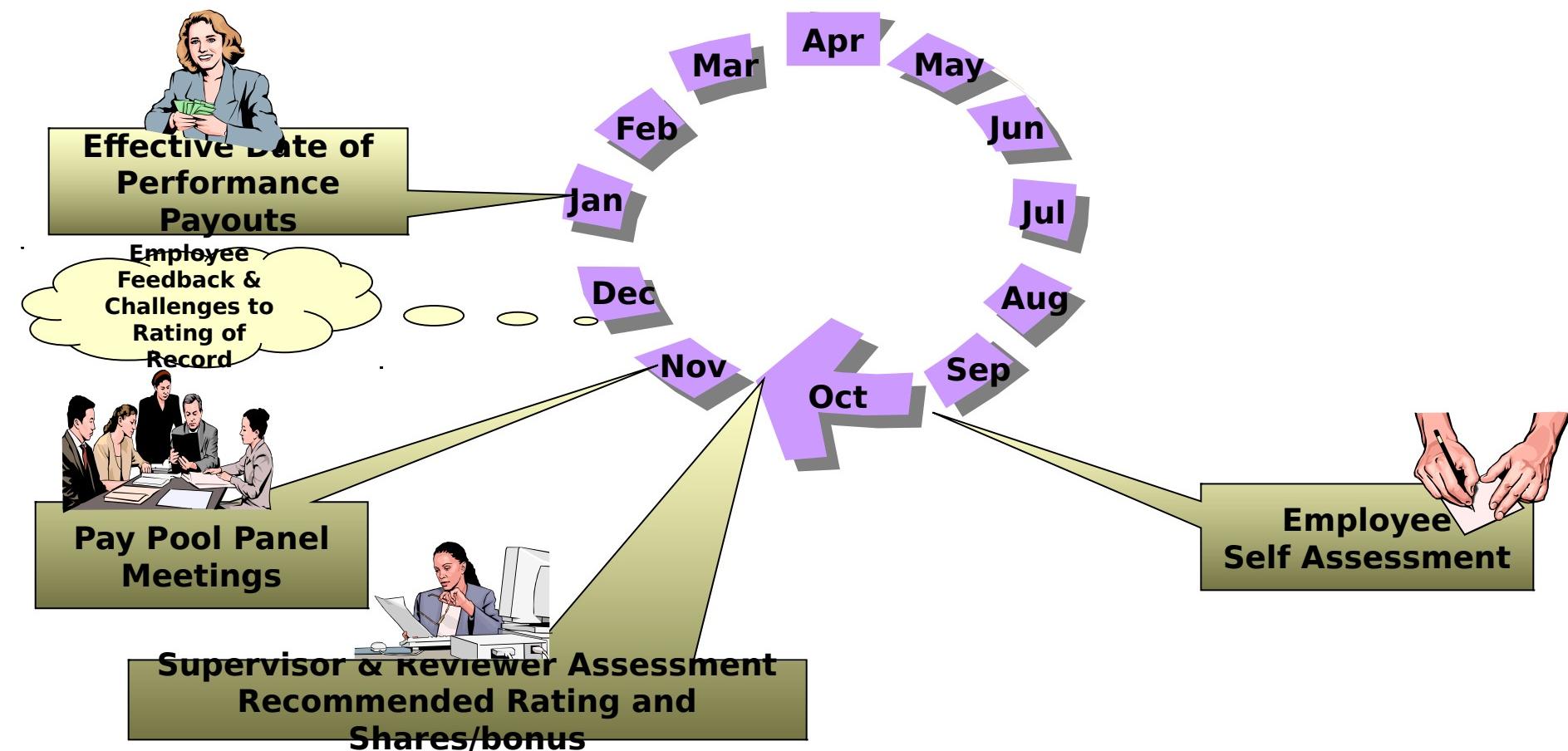
## New (NSPS)

- Ratings based on **job objectives**
- **One** cycle (1 Oct – 30 Sep)
- Rating scale 5 (top) to 1 (bottom)
- Most employee ratings are anticipated to be **level 3** (valued performer)
- **90 day** minimum rating period
- **Pay Pool Manager** approves ratings



# Performance Cycle

A 12 month cycle and a 15 month process





# Rating Levels

## Standard rating levels used in DoD

<b>Rating Level</b>	<b>Level of Performance</b>	<b>Performance Description</b>
<b>Level 5</b>	<b>Role Model</b>	Almost always meets the standards described by the Role Model benchmarks
<b>Level 4</b>	<b>Exceeds Expectations</b>	Almost always meets the standards described by the Valued Performance benchmarks and, typically, but less than almost always meets the standards described by the Role Model benchmarks
<b>Level 3</b>	<b>Valued Performance</b>	Almost always meets the standards described by the Valued Performance benchmarks
<b>Level 2</b>	<b>Fair</b>	Almost always meets the Valued Performance benchmarks, but only as a result of guidance and assistance considerably above that expected at the Valued Performance level
<b>Level 1</b>	<b>Unsuccessful</b>	Performs below Level 2, or fails a Standard Performance Factor in the performance of a single assignment where such failure has a significant negative impact on accomplishment of the mission or where a single failure to perform could result in death, injury, breach of security, or great monetary loss



# Rating and Pay Pool Hierarchy

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- Supervisor recommends:
  - Performance rating
  - Number of shares
  - Distribution between salary increase and bonus
- Higher level reviewer:
  - Reviews supervisor's recommendations, changes as appropriate
- Pay Pool Panel:
- Reconciles ratings, shares, and distribution within the pay pool; changes as appropriate
- Pay Pool Manager:
  - Makes final decisions on rating of record, number of shares, and distribution
- Supervisor conveys final rating, shares, and distribution to employees
  - After the pay pool manager is done



# Reconsiderations

## **Employees can challenge:**

Their rating

## **Employees cannot challenge:**

Performance payout

Number of shares

Value of shares

Distribution of payout



# Questions?



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